

RTBU EXPRESS

The Official Newsletter of the Rail Divisions of the RTBU Victorian Branch
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Letter from Secretary

STATION OFFICER TO STATION MASTER TRAINING



Luba Grigorovitch
State Secretary

After a number of conversations with management I can now confirm that Station Officers at Metro will finally be

given the opportunity to participate in training to become Station Masters.

This comes after lobbying from both the RTBU and Station Delegates intensified during the Station Proposition. It is ridiculous to think that this training was not previously offered by the company.

All companies need to start looking at current employees who have years of experience within the industry and are keen to change jobs or 'move up the ladder'. Often members have years of knowledge and are overlooked. Industry wide there is a lack of opportunities for promotion to those who know the industry best. This was apparent for the Metro Station Officers in the recent round of recruitment earlier this year where Metro claimed that they needed to recruit externally.

Consequently Metro has now finally agreed to implement a post-recruitment support program for unsuccessful applicants.

Unfortunately this program was designed by Metro and takes the form of a 1 day training course delivered by the Metro Academy. The Union firmly believes that 1 day isn't enough, and will continue to lobby for an ongoing training program for members.



State Secretary Luba Grigorovitch and Organiser Grant Wainwright with members at North Melbourne.

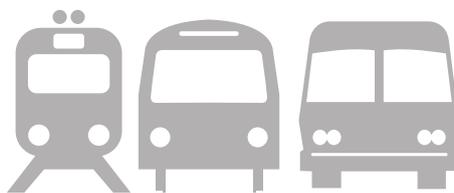
Given it has already taken months for Metro to develop this program we will support it however we ask that all members who participate in the training provide the RTBU with feedback so we can continue to lobby the Company until the training which they provide is sufficient.

I am told that the training will be delivered by training officers, Station Masters and other experts who will focus on developing applicants' skills in areas such as writing, performance management and conflict resolution. The post-recruitment course is designed to bridge the gap between Station Officer's current and required levels of performance for the job and significantly improves member's likelihood of future promotion.

This program will commence on 17 November 2014. I am sure this class will reach capacity.

This training is something that the Union has been advocating for many years, and it is a testament to the patience and hard work of our members that it is finally being implemented. ■

Luba Grigorovitch
State Secretary



WORKPLACE BULLYING

It has recently come to the attention of the RTBU that bullying in the workplace is becoming more and more of an issue in the labour hire industry where some bosses seem to think that the law and common decency does not apply to them.

Workplace bullying is both an industrial and health and safety issue which must be taken seriously by employers, workers and our Union. Regardless of what position you hold; permanent or casual, labourer or supervisor, the RTBU will not tolerate bullying in the workplace.

In Australia, workers are protected against bullying under anti-discrimination legislation, occupational health and safety laws and regulations and now specifically under the anti-bullying section of the Fair Work Act 2009.

The Fair Work Act defines bullying as repeated, unreasonable behaviour directed towards a worker that creates a risk to health and safety. Casual employees are not excluded from this definition and should receive the same protections.

Every worker has a right to go to work in an environment free from harassment and victimisation. If any member feels that they are being bullied or are witnessing an ongoing pattern of unreasonable behaviour towards another worker, please contact your Organiser for a confidential chat.

Tony Matuszak
Organiser

PROJECT UPDATE



Grant Wainwright
Organiser

Recently I had the pleasure of inspecting and auditing 3 new V/line Station sites; Wyndham Vale, Tarneit and Waurn Ponds. All 3 locations have now been completed and equipment will slowly start moving into the new stations.

Staffing at Wyndham Vale and Tarneit will begin with the implementation of the new rosters in April 2015. These two Stations were built as part of the Regional Rail Link project and have set a standard for how all new rail stations should be constructed in years to come. Wyndham Vale in particular has been designed to be future proof and is ready for the expansion of the rail network.

Waurn Ponds on the other had has been built on the cheap; there's a clear difference between that station built by the Coalition Government

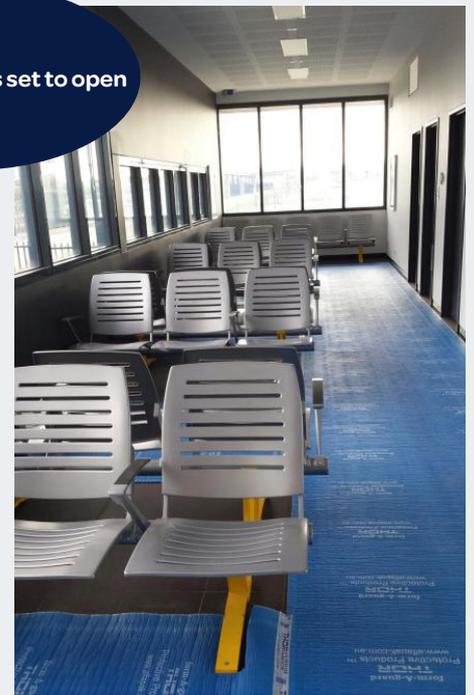
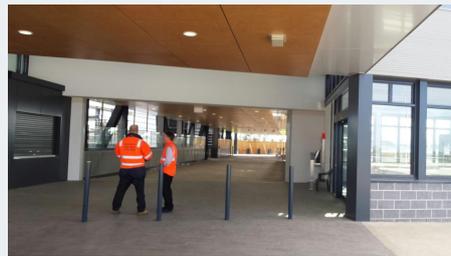
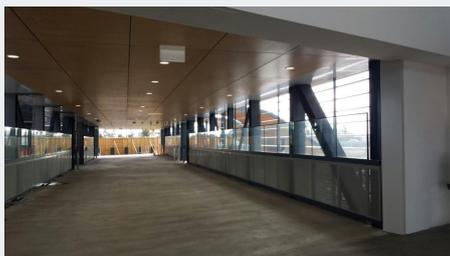
and the two stations built by the previous Labor Government. It is once again warming to see that the Public Transport Minister and the Premier are really looking out for their own region when it comes to public transport.

RINGWOOD STATION

Works recently began on the Ringwood Station precinct project. This a \$60 million project that will rejuvenate the entire station precinct. The site has been visited on a number of times by Officials from the Union. An application for Disruption to Work Allowance has been made on behalf of Customer Service staff working in and around Ringwood. Our Infrastructure Projects Organiser Tony Matuszak will be making regular visits to the Ringwood site to work with members who will be undertaking the works.



New RRL Stations set to open



I didn't want my TAC claim to hurt me financially.

1800 555 777

Slater & Gordon

Lawyers

Motor Vehicle Accident

Not a problem.

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Luba Grigorovitch

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